

"A DISCUSSION OF COMMON LEADERSHIP AND MANAGEMENT PRACTICES IN ORGANIZATION MANAGEMENT"

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ABSTRACT:- The most recent Government Development Review placed a strong emphasis on the important role that effective managers and leaders play in contributing to the achievement of long-term economic stability and prosperity. That's something that has to be considered by all companies, regardless of their size, industry, or location. When it comes to promoting innovation, unleashing the ability of the workers, and ensuring that companies have the proper strategies to generate productivity and development, strong people management is one of the most important factors to consider. Enough of our companies, both government and corporate, are falling short of achieving because of inadequate management practices and a failure to plan strategically. This is holding them behind. To building a society in which more groups have the motivation, confidence, perseverance, and expertise to reply to the prevailing economic challenges but also compete effectively both domestically and overseas, it's indeed fundamental to overcome the above weaknesses in order our leaderships capability. This culture must be created so that more groups have these qualities. It may be argued that these advantages become even more important as economies move toward being more modern and dynamic. Employers need to become the driving factor behind any reforms, which includes taking an objective look there at leadership methods they now use, being flexible enough to adjust, and, if required, investing more money in managerial skills in such a strategic manner. It is easy to see the potential benefits that may accrue to businesses that are willing to step up, including enhanced rates of life, improved employee engagement and its well, and higher profitability and productivity.

KEYWORDS:- Management, Organisational etc.

Leadership is exceptional because a yet another arrow can indeed be drawn aiming to depict leader's and also the organisational interrelation. It is false to suppose that leadership, who exclusively consider the needs of marketplace and also the public, are precisely what businesses seeking efficiency needs. The organization's dependency on its leadership is far larger. In addition, formalized leaders of institutions effect not just the

work actual facts and growth of the firm they are starting to work through, but also establish economic environment, especially popular speaking style and sometimes even indirectly affects the economy requires by establishing the client's knowledge on whatever they could hoped for as to what has always been possible and reasonable in broad sense. In plenty of other respects, not just the conditions change stimulate organizations as well as their managers to develop, and yet also leaders alter the media and survival of companies and encourage modifications in its surroundings. The aspect of management is very crucial while assessing the operation of the company. the leaders,, effect on the business is seen in numerous activities, from development of work strategies of the complete firm and work management to communication aspects of distinct category members in such a project. Ergo, a special attention should be given first to organisation especially and the growth of their governance competences in terms of reaching good results, but since leadership is really the axis which it kick-starts all those other organizational functions and affects multiple variables from outside company. The thoughts on managers' abilities should be based with evidence and justifications. This could be done via investigations, by information acquired on study findings, and by converging in actual managing difficulties.

Life in an organization in the modern day is often characterized by a complicated social environment that is marked by confrontation, misunderstanding, manipulation, animosity, and strife. Does it strike you as being a little bit over the top? If this is the case, a close examination of most organizations is in order. There is a significant amount of the happenings in almost all organizations that are founded on the interdependencies of the people in the company, and all personal interactions have issues. These interactions include the activities that are carried out, the objectives that are established, and the choices that are chosen. In the absence of strong direction, organizational members but often rapidly descend into debate and conflict due to the fact that they each have unique perspectives on the situation at hand and gravitate toward various potential solutions.

Corporations, security agencies, and organisations which were not are all examples of the types of groups that have a propensity to be well over or under. This is the central point that is made in the majority of the research that has been conducted on groups. Organizations that are hampered by excessive management are often hesitant to implement improvements that are required, and as a result, their output is much lower than it might be. Employees in companies where there is a lack of strong leadership tend to view nothing that is good about their workplace. Learners know that this so leadership will behave in a manner that aren't even readily understood and that aren't really in the greatest company 's interest when there is a climate of mistrust in the workplace. When an organization has poor leadership, people give up hope, that, if it is allowed to continue

for an excessive amount of time, leads to the organization being utterly dysfunctional. The organisation must next cope with the actual impacts of the unwelcome shift, but more crucially, it must struggle under the load of workers who have relinquished, have no confidence in the structure, and thus have no trust in the capacity of managers to change the company back. This is really a significant critique that highlights the significance of having strong leadership. Even though the vast majority of companies claim that improving their efficiency and, by extension, their quality is a priority for them, accomplishing this goal is very difficult in the absence of capable leadership. Investment in Capacity author Barbara Brenner reported on the topic in her novel. Building on the fact that storage programs often fail because there is not enough effective corporate leaders in existence. In just this new place that is based on knowledge, every member of staff, including government officials, managers of government agencies, economic developers, and executives of chambers of commerce, would need to fill the responsibility of active people person and facilitator, either within their own organizations and when interacting with interested parties and components. Excellence requires top brass that is capable of doing a variety of tasks effectively, one of which is the creation of a training company that both develops and keeps its people. These are the requirements that must be met in order to establish a mindset of moral fiber inside a company. The recruitment and employment of skilled workers is now one of the most pressing issues facing the majority of modern businesses. On the other hand, in general, people are willing to serve for strong leaders in such an open atmosphere from which they can openly express their opinions, where they are treated with dignity, and whether the organization encourages clarity and truth. Ineffective leaders are toxic to an organisation because they have the ability to drive away everyone in the company who is effective. Unfortunately, due to the fact that many lousy leaders are also dishonest and misleading, it may be difficult to identify and remove them from their positions of power. One of the primary factors that contributes to the departure of many skilled employees from the firm is the absence of leadership that is both positive and productive.

Concepts of Leadership

Strong leaders are developed rather than born. Everyone have the potential to become an amazing manager if you already have the drive and the drive to do so. Self-study, formal education, on-the-job training, and experiences are only few of the components that go into the formation of effective leaders. Using this tutorial will assist you in the aforementioned procedure. There are several things that you need to be, learn, and do this in order to motivate your employees to perform at greater levels of cooperation. Those were not abilities that are innate, but rather are gained via consistent effort and study over time. Great politicians do not rest

upon their previous accomplishments but rather continue to work hard and educate themselves in order to hone their managerial skills.

Leadership may be defined as the process of carrying out operations and acts, as well as one's ability to imagine and respond with their body, mind, and spirit. It is possible to define a leader as a person who motivates other people to achieve a certain goal in their professional lives, personal lives, or commercial endeavors by the completion of their body, nature, soul, and the behaviors of their surrounds. Within the context of the company, the capacity of either a director to inspire confident in the employees under their supervision is considered to constitute an essential facet of management. The word "leadership" most often refers to the capability of controlling the actions of other people, as well as the skill of guiding any group toward the accomplishment of a certain goal by the use of one's influence. This is among the utmost importance for executives to generate future ideas and to motivate the people of the company to realize the ambitions of the company as a whole. One definition of leadership describes it as an interpersonal process in which a manager seeks to persuade and direct personnel toward the accomplishment of a goal. A person's attitude, level of maturity, and intellect are all important components of leadership. However, leadership is really a process that takes place inside a team, and it requires upwards of two individuals to engage with anyone. One may say that the manager is totally active in shaping and molding the conduct of the company towards the attainment of the institution's aims and objectives.

LEADERSHIP HISTORY

First from 1890s through roughly 1930, leadership ideas stressed control and centralized authority. The "Wonderful Man" idea, which claims that capacity for leadership is inherent and therefore not formed, supported the presence of certain mysterious traits possessed in chosen people and commonly transferred between decades. This paradigm dropped from favor in the late 1940s when "trait" theories arose that sought to find particular attributes qualifying a person for leading. It thus identified six attributes groupings leadership - related, including capacity, success, responsibility, ability to participate, status, and circumstance, but noted that these qualities did not correctly explain current leader: "A human need n't even be a great leader of both the ownership of some collection of values." The 1930s introduced new psychoanalytical ideas that probed why people are compelled to command, or even to know the exact leader, with only an increasing emphasis on the importance of organisations. With in 1960s, researchers put a lot of emphasis on how individuals may be encouraged to work toward common objectives. The study of "exchange theories" sought

to gain an awareness of the dynamics exchanges that take place amongst individuals and populations. These social exchanges include the giving and receiving of incentives, prestige, and respect. The idea of situational leadership claimed that now the social circumstances as well as the qualities of subordinates impact the leadership traits that are essential for the strategic leader. House found that there are four main behaviors that are attributed towards the leader: action plan (task-oriented), amazing accomplishment, supportive, and communicative. He also found that there are two situational different factors: the subordinate's individual characteristics and also any environmental constraints, including the organization's policies and procedures. Lastly, House found that there are two variables that are situational.

In the mid-1960s, there was even a movement withdrawal from people psychology and more towards organisational culture and operational research. This transition took place in the academic world. As a result of this widespread confusion and integration of the responsibilities of leaders and managers, a new field of study known as "attribution theories" arose to investigate the ways in which followers assign certain attributes to their leaders. The word "transformational" grew to be connected with management, while the phrase "transformational" started to be used to describe leadership. Ever since nineties, the review of knowledge on leader has grown to an overpowering size and diversity, frequently recycling concepts including the "True Hero," as well as "interpersonal," and "organizational," pondering, although with a swirl toward "impact," "formative," "servant," and "co - creative" structures. In addition, the majority of this literature is written in a way that The connection between superiors and subordinates has evolved to be one that is more religious, value- or tenet. As a result, leaders now have a greater sense of responsibility for their people. The concept of "sight" was presented as a fresh facet of leading, it's now the job of the director to "manage the goal" or the "sight." In today's society, functional governance is not viewed as a full time position but more as a transitory core service, of team members take around through required qualifications as things change. This is because functional governance is no longer shown as a job that requires long-term commitment. Depending on the context, the individual's desire, and their level of experience, that person may play that both role of leadership and indeed the position of a follower at the same time. In spite of the fact that there has been universal agreement because both managers and leaders abilities are important to accomplish changes, there is also an amount of doubt regarding where one begins and another stops in the body of academic research. Table 1 provides a comprehensive breakdown of the qualities associated with organizational leadership. This table illustrates the distinctions with in scale, which are sometimes summed up as "what can be done" vs "what it was doing," and also emphasizes why management and organizational qualities overlap, are dependant on one another, but are still required for successful leadership.

	Leadership	Management
Definitions	The process-oriented, non-specific practices of <i>challenging the process, inspiring a shared vision, enabling others to act, modeling the way, and encouraging the heart</i> ¹⁰	The implementation of those task-oriented duties that <i>facilitate, support, and direct the timely and efficient maintenance of operations</i>
Outcomes	<i>Determining what should be done:</i> systematic change, transformation, paradigm shifts, significant improvements or innovation, new and added value to or from the organization	<i>Getting it done, and done well:</i> Effective, efficient completion of work product, maintenance of operations with a focus on quality of the product
Characteristics	A critical thinker, a risk taker, a visionary. Innovative, courageous, creative, forward thinking, open to change, able to learn from and overcome failure. A team builder, a continuous learner, able to get along with people. Honest, dependable, competent, supportive, fair-minded, cooperative, respectful, motivating, values-driven, inspiring, resilient, patient, tenacious, credible, balanced, emotionally mature.	Efficient, detail oriented, a good delegator, organized, persistent, administrative. A team builder, a continuous learner, able to get along with people. Honest, dependable, competent, supportive, fair-minded, cooperative, respectful, motivating, values-driven, inspiring, resilient, patient, tenacious, credible, balanced, emotionally mature.
Scope	Focused on forward thinking and the long term. Strategic visioning and planning requiring insight, complex choices and decision making, creating a new order, facilitating movement toward an end goal.	Organizational focus, policy development and compliance, maintenance, support, and implementation of systems, incremental focused improvements.
Interaction	Motivates and inspires; builds potential in others; creates an environment that fosters learning, collaboration, and fluid teamwork and attracts high performers. Team building and effective functioning teams.	Focus on individual performance and work outcomes; maintains a productive work environment. Team building and effective functioning teams.
Impetus	Self-directed, situational, opportunistic, serendipitous; can be courageous in the face of uncertain outcomes.	Calendars, directives, scheduling, custom and culture, deadlines.

Table 1.1: Leadership vs. Management Matrix

Leadership and Organizational Culture

The assertion that subculture is tied to performance, which in turn relates up to a specific style of leadership behavior, is supported by data gleaned from previous research that was conducted. Because of the widely held belief that civilization can compete a part in the production of a strategic edge, many people believe that one way wherein the organisation culture can generate a market edge is by drawing a distinction of the company in a format that is easy for individuals to interact with one another. In a related manner, it's been stated that similar views and values which are broadly held and firmly held assist management to forecast employee

responses to specific strategic objectives and alternatives, hence decreasing the potential for unintended outcomes. Furthermore, theorists contend that a lasting competitive advantage results from the development of organizational abilities that are not only superior but also imitate by rivals. To this aim, it has been suggested that the one-of-a-kind character of corporate culture tends to make itself a potentially significant source of gaining advantage over rivals and producing greater levels of performance.

In point of fact, several critics have recommended to both firms and researchers that they take use of the numerous benefits that may be supplied by cultures rather of concentrating on the aspects of the company that are more concrete. In general, there is a wealth of material available on many aspects of organizational structure. The assertion that cultures is connected to company effectiveness has been made by a large number of scholars, and this premise provides the foundation for a significant portion of the diversity. There is a considerable amount of data to demonstrate that corporate culture is connected with firm success. This is despite the fact that certain theorists have cast doubt on the generality of a connection between culture and performance. This same literature that examines the relationship among leadership and organizational performance as well as the correlation between activities and strategy reaches the conclusion that the organizational performance is reliant on the aware alignment of results have suggested with the beliefs that are espoused by the strategic planning. This unequivocally demonstrates that a connection exists between leadership and the culture of a business.

Leadership and Organizational Commitment

Leaders will see an increase in OCB (Utrecht Work engagement Behaviour) when they demonstrate support for their staff by pointing them in the correct direction, assisting them in resolving problems and hurdles, and encouraging them once they have succeeded. In addition, leaders can encourage the dedication of about their employees by speaking positively about the development of the business as well as the workers, by praising, commemorating, and enjoying the achievements of their workers, and by having a conversation positively about just the direction of the business. Numerous studies suggest various degrees of organizational culture, each of which is tied to an individual's personal progression in their own growth. A worker's commitment may improve from a minimal to a reasonable level throughout the course of their employment, and then continue to grow to a superior stage.

CONCLUSION:- Driving habits are positively correlated with factors such as a sense of community, a willingness to take on responsibility, and dedication to one's work. Similar and actually clear relationships

between aspects have been found in previous evaluations that advocate for the lifestyle of an affiliation, constructing persons' activities to obtain a more sensible alliance (Cameron and Quinn, 2011; Dension, 1990, 1997; Hartnell, et al., 2011). It is established that these affiliations would effect related actual records associated with other pieces of affiliations, such as performance, due to the continually head correlation between connecting practices, concluding culture, varied evened danger, and work inspiration (Table 5.3). (Lazaro, 2011). There is evidence that mentees' public identities are influenced by their role models' (Fenster; 2006). Some experts, including Seppala and Cameron (2015), believe that good work social orders tend to be more consistent, and this belief has been used as adequate justification for assessing the link and support between comparative components at different levels. According to their article in the Harvard Business Review, withdrawal fees are a major problem.

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